



Impax Laboratories Inc.
Hayward, California
www.impaxlabs.com

Industry
Life sciences

Products and Services
Technology-based specialty pharmaceuticals and drug-delivery and formulation expertise

Employees
1,400

Revenue
US\$824 million

SAP® Solutions
SAP® SuccessFactors® HCM Suite, the SAP U.S. Benefits Administration application by Benefitfocus, and SAP Jam™ Collaboration

Empowering Employees as Career Innovators with **SAP® SuccessFactors® Solutions**

With a strong platform for growth built on drug-delivery expertise and formulation technology, Impax holds a track record for product approvals. Believing that investing in people is a key ingredient to success and building a strong organization, Impax partnered with Hula to deploy SAP SuccessFactors solutions.

Before: Challenges and Opportunities

- Modernize HR systems by replacing 21 paper processes prone to error, inefficiency, and time delay
- Improve competitiveness in the marketplace and compliance with FDA regulations
- Empower managers and employees with self-service functionality
- Develop leadership characteristics and experience of managers

Why SAP SuccessFactors Solutions and Hula Partners

- Lower costs by leveraging cloud-based technology
- Fewer IT resources needed for deployment and ongoing support
- Cost-effective and efficient integration with existing SAP solutions
- Mobile functionality

After: Value-Driven Results

- Centralized HR data providing greater transparency
- Optimized annual compensation process with real-time visibility, less preparation time, and fewer spreadsheets
- Improved collaborative conversations through performance calibration of manager acumen
- Increased efficiency due to significant time savings with automated HR processes
- Expanded employee engagement across the organization

“By automating talent management processes, engagement has increased by employees, by managers, and between them. Now with **more top-down visibility, upper-level managers know more about their workers and details about their individual performance.”**

Scott Steele, Sr. Director HRIS, Impax Laboratories Inc.



SAP SuccessFactors

Featured Partner



21

Paper administrative forms eliminated

100%

Open enrollment completed within 2 weeks with fully transparent HR data

5%–8%

Workforce effectiveness

5 days

For annual compensation cycle, shortened from 8 weeks